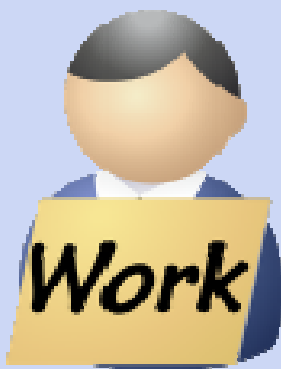




# NH Developmental Services Employment Summary June 2015

	June 2013	June 2014	June 2015
Total Number People Served (21 -64 years old)	3,779	3,872	3,966
Total Number Employed (including self-employment)	1,368	1,418	1,454
Employment Rate	36.2%	36.60%	36.66%



**Average Hourly Wage**

**\$8.15**

*According to the StateData:  
The National Report on  
Employment Services and  
Outcomes 2014:*

- *NH Ranks 6th in the nation  
for integrated employment  
outcomes at 37%.*

**Average Hours  
Worked Per Week**

**9.94**

**Average  
Weekly  
Earnings = \$81**

**Average  
Yearly  
Earnings  
\$4,214**

## NH Developmental Services Employment Data The Facts - June 2015



June 2015	June 2014	
3,966	3,872	People receiving services (ages 21-64)
1,454	1,418	<b>People employed (ages 21-64) including self-employment*</b>
36.66%	36.60%	<b>Total employed as a percentage of total served (ages 21-64)</b>
75	81	People who have self-employment
1,415	1,355	People (ages 21 to 64) employed with hourly wages
9.94	9.5	Statewide average hours worked per week
\$8.15	\$8.05	Statewide average pay per hour (not including self-employment)
1,645	1,558	Total number of jobs excluding self-employment
1,645	1,555	Statewide total jobs paying minimum wage or above
0	3	Statewide total jobs paying below minimum wage
35	42	People employed age 65 and older
*There are some people who have both hourly wages and self-employment.		

Employment Statistics for People Aged 18 - 64 Years Old in US and NH			
	2012	2011	2010
US Employment Rate for people without Disabilities:	73.6%	72.8%	72.8%
US Employment Rate for people with Disabilities	32.7%	32.6%	33.4%
US 2010 Employment Gap:	40.8%	40.2%	39.4%
NH Employment Rate for people without Disabilities	80.5%	79.5%	79.7%
NH Employment Rate for people with Disabilities	37.9%	36.8%	39.1%
NH Employment Gap	42.6%	42.7%	40.6%
♦ Source: 2013 Annual Disability Compendium Statistics, US Census Bureau, 2011 American Community Survey, American Fact Finder.			

## NH Developmental Services Employment Data Trends.... June 2015

*Total Number of Individuals Served and Employed (21-64 Years Old), Including Self Employment*

### *Regional Employment*

Area Agency	# of Individuals Served	# of Individuals Employed*	% of Individuals Employed	
			%	ranking
Northern Human Services	364	166	45.6%	2nd
Pathways of the River Valley	239	74	31.0%	8th
Lakes Region Community Services	317	146	46.1%	1st
Community Bridges	516	150	29.1%	9th
Monadnock Developmental Services	396	159	40.2%	4th
Gateways Community Services	549	238	43.4%	3rd
Moore Center Services	548	159	29.0%	10th
One Sky Community Services	381	140	36.7%	5th
Community Partners	332	119	35.8%	6th
Community Crossroads	324	103	31.8%	7th
Statewide	3,966	1,454	36.7%	

### **BDS Mission Statement**

The Bureau of Developmental Services (BDS) joins communities and families in providing opportunities for citizens with developmental disabilities or acquired brain disorders to achieve health and independence. In partnership with individuals, families, and community based service networks, BDS affirms the vision that all citizens should participate in the life of their community while receiving the supports they need to be productive and valued community members.

## NH Developmental Services Employment Data Trends.... Continued

### Regional Employment Hours Worked and Wage Data

- \*\* Does not include self-employment.
- \*\*\* Statewide averages are calculated by the entire data set, not by the column.
- \*\*\*\* Projection based on working 52 weeks. Does not take into account seasonal employment. Calculated without rounding.

Increase since last reporting period

Decrease since last reporting period.

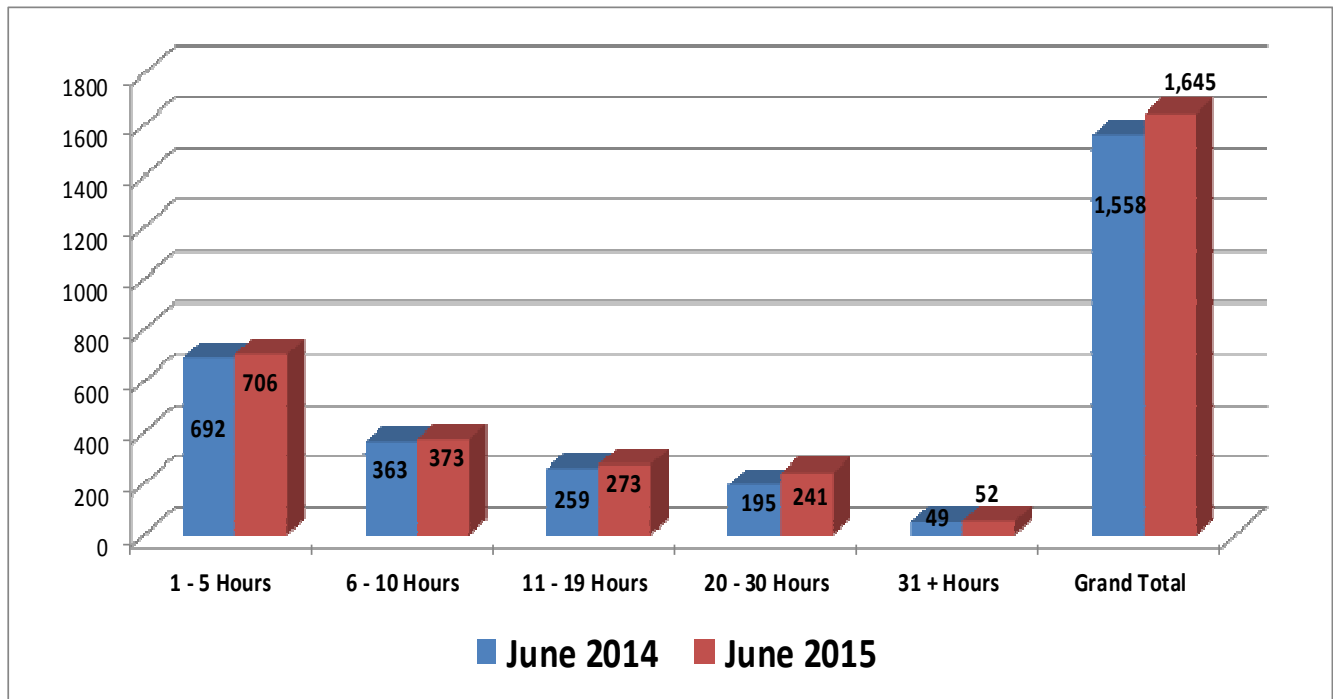


Area Agency	Average hours worked per week **		Average hourly wage per job **		Average Earnings		
		rank		rank	weekly	rank	Projected yearly ****
Northern Human Services	8.94	7th	\$7.88	8th	\$70	9th	\$3,663
Pathways of the River Valley	13.71	1st	\$8.98	1st	\$123	1st	\$6,401
Lakes Region Community Services	9.99	4th	\$7.68	10th	\$77	5th	\$3,992
Community Bridges	9.87	6th	\$8.33	4th	\$82	6th	\$4,275
Monadnock Developmental Services	9.92	5th	\$8.23	5th	\$82	4th	\$4,249
Gateways Community Services	8.73	9th	\$7.86	9th	\$69	8th	\$3,566
Moore Center Services	11.34	3rd	\$8.22	6th	\$93	3rd	\$4,844
One Sky Community Services	8.32	10th	\$8.43	3rd	\$70	10th	\$3,645
Community Partners	12.78	2nd	\$8.14	7th	\$104	2nd	\$5,405
Community Crossroads	8.85	8th	\$8.53	2nd	\$76	7th	\$3,927
Statewide Averages ***	9.94		\$8.15		\$81		\$4,214

## NH Developmental Services Employment Data Trends.... Continued

### Breakdown of Each job Held by Hours Per Week by Region and Statewide

*(Not including self-employment)*



Since June 2014, the number of hours worked per week have increased in all categories with the most significant change occurring in the number of people working between 20—30 hours per week.

- ♦ **23.5% (46) increase** in the number of jobs held working 20 –30 hours per week.

It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.

*The shift in the number of jobs falling into a higher number of hours worked category shows healthy progress towards NH's goal of increasing the number of hours worked per week in each job.*

■ See Appendix for the Complete Regional Breakdown

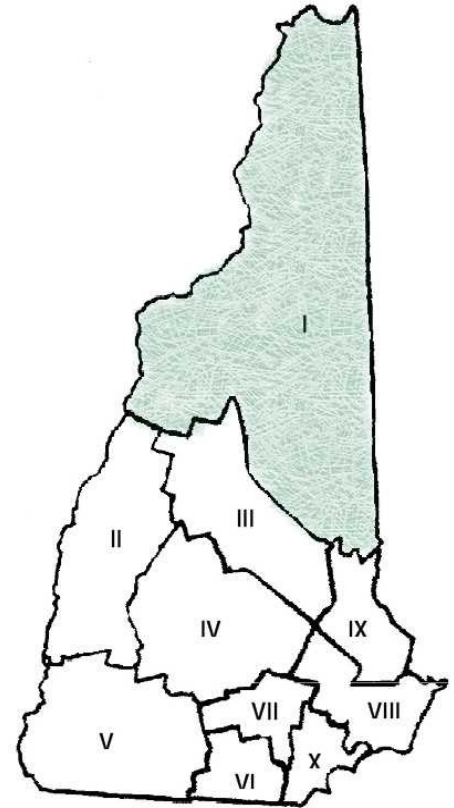


## REGIONAL EMPLOYMENT DATA



To learn more about the commitment to employment from all members of New Hampshire's regional services system, please read the Employment Position Statement (<http://www.dhhs.nh.gov/dcbcs/bds/documents/employmentpositionstatement.pdf>)

## Region 1: Northern Human Services



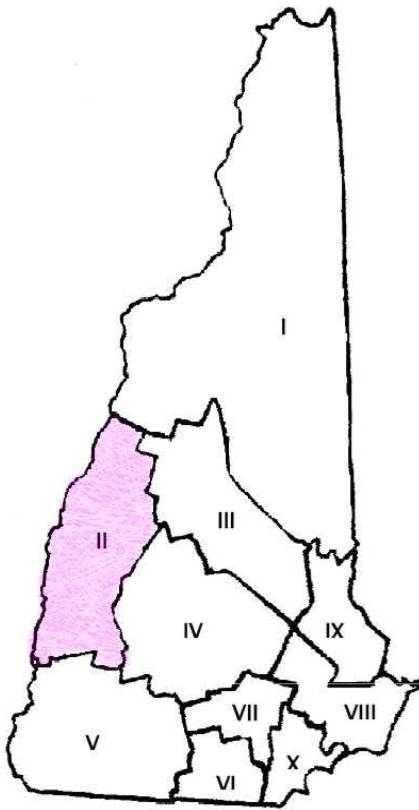
### Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
364	166	45.6%	8.94	\$7.88	\$70	\$3,663
Statewide ranking	2nd		7th	8th	9th	

### Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
CDS - Northern Human Services	31	6.3	\$7.41
Easter Seals NH, Inc.	1	24.0	\$7.25
Granite Bay Connections	1	35.0	\$9.00
Life Transition Services	4	13.6	\$8.27
Lifeshare, Inc.	1	10.0	\$9.25
North Country	8	11.5	\$8.33
Northern Human Services	120	8.5	\$7.85
<b>Total:</b>	<b>166</b>	<b>8.9</b>	<b>\$7.88</b>

## Region 2: Pathways of the River Valley



### Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
239	74	31%	13.71	\$8.98	\$123	\$6,401
Statewide ranking	8th		1st	1st	1st	

### Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Alternative Programs	2	2.0	\$7.25
Community Strategies for NH	1	10.0	\$7.80
Crotched Mountain	1	9.0	\$7.50
Independent Services Network	8	8.3	\$8.57
Life Transition Services	2	13.0	\$8.00
Pathways of the River Valley	59	14.9	\$9.26
Work Opportunities Unlimited, Inc.	1	3.5	\$7.40
<b>Total:</b>	<b>74</b>	<b>13.7</b>	<b>\$8.98</b>

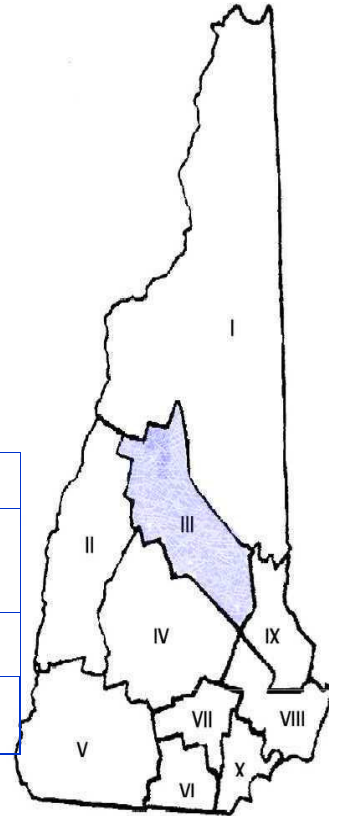


## Region 3: Lakes Region Community Services



### Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
317	146	46.1%	9.99	\$7.68	\$77	\$3,922
Statewide ranking	1st		4th	10th	5th	



### Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals	2	2.5	\$7.25
Lakes Region Community Services	144	10.1	\$7.69
Total:	146	10.0	\$7.68

## Region 4: Community Bridges



Connecting Individuals with Disabilities to Their Community

### Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
516	150	29.1%	9.87	\$8.33	\$82	\$4,275
Statewide ranking	9th		6th	4th	6th	

### Employment Provider Data

\* Individual has self-employment

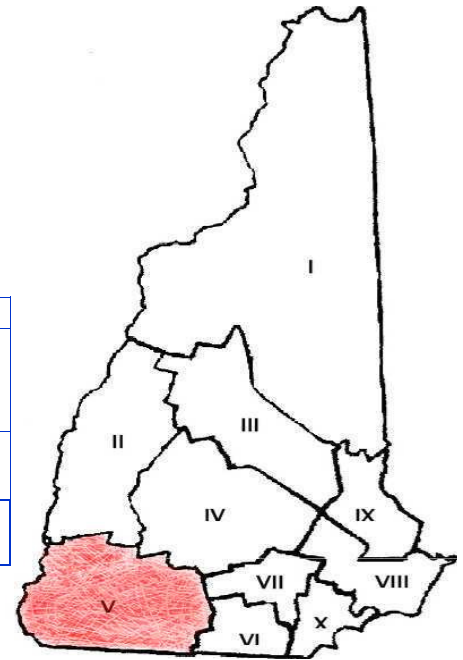
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Ascentria	3	2.7	\$7.64
Community Bridges	89	11.8	\$8.70
Community Services Council	1	*	*
Easter Seals NH, Inc.	26	6.4	\$7.52
Independent Services Network	7	6.6	\$7.85
Institute for Professional Practice	2	2.4	\$7.25
Living Innovations	2	4.3	\$7.38
Residential Resources, Inc.	3	6.5	\$7.25
Robin Hill Farm, Inc.	1	2.0	\$7.85
Siddharth Services, Inc.	1	1.0	\$8.00
Work Opportunities Unlimited, Inc.	15	6.4	\$8.47
<b>Total:</b>	<b>150</b>	<b>9.9</b>	<b>\$8.33</b>

## Region 5: Monadnock Developmental Services



### Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
396	159	40.2%	9.92	\$8.23	\$82	\$4,249
Statewide ranking	4th		5th	5th	4th	



### Employment Provider Data

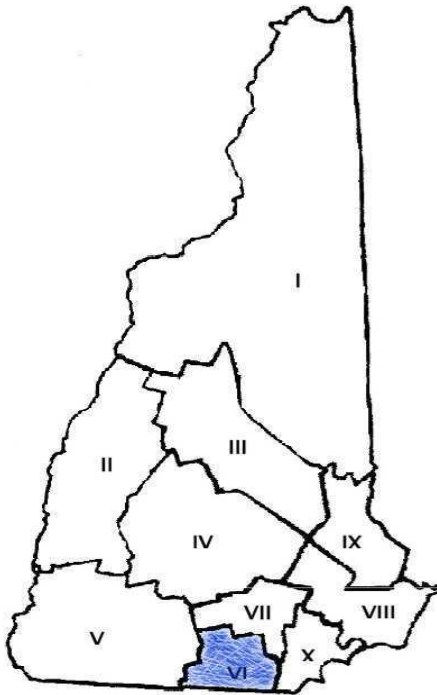
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Chesco Employment	33	9.86	\$8.82
Comfort Keepers	1	25.00	\$8.10
Community Strategies for NH	4	8.00	\$8.40
Crotched Mountain	2	20.75	\$7.25
Easter Seals NH, Inc.	3	7.25	\$7.56
Lakeview Neurorehabilitation	1	3.00	\$7.25
Life Transition Services	1	30.00	\$8.59
Monadnock Developmental Services	32	18.3	\$8.23
Monadnock Developmental Services - ISO	12	8.3	\$8.30
Monadnock Developmental Services - MCST	20	11.4	\$9.35
Monadnock Worksource	24	4.2	\$7.48
Opportunity Networks	3	7.3	\$7.62
Psalm 33	1	12.0	\$7.92
Residential Resources, Inc.	3	22.7	\$7.92
Robin Hill Farm, Inc.	3	1.4	\$7.58
Southwestern Community Services	16	5.6	\$7.83
<b>Total:</b>	<b>159</b>	<b>9.9</b>	<b>\$8.23</b>

## Region 6: Gateways Community Services



### Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
549	238	43.4%	8.73	\$7.86	\$69	\$3,566
Statewide ranking	3rd		9th	9th	8th	



### Employment Provider Data

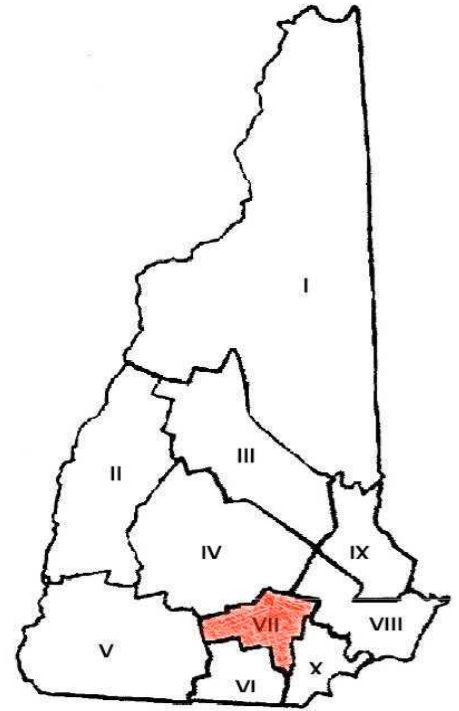
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals Employment	24	10.3	\$7.66
Gateways	1	8.0	\$10.75
Gateways CDS	18	13.5	\$8.24
Independent Services Network	10	4.7	\$8.34
Institute for Professional Practice	6	6.8	\$7.87
Living Innovations	1	6.0	\$8.25
Nashua Center	15	3.1	\$7.55
Opportunity Networks	44	6.9	\$7.52
Residential Resources	1	1.0	\$7.25
The Plus Company	111	9.5	\$7.92
Toward Independent Living & Learning	7	7.6	\$8.06
<b>Total:</b>	<b>238</b>	<b>8.7</b>	<b>\$7.86</b>

## Region 7: Moore Center Services



### Regional Breakdown

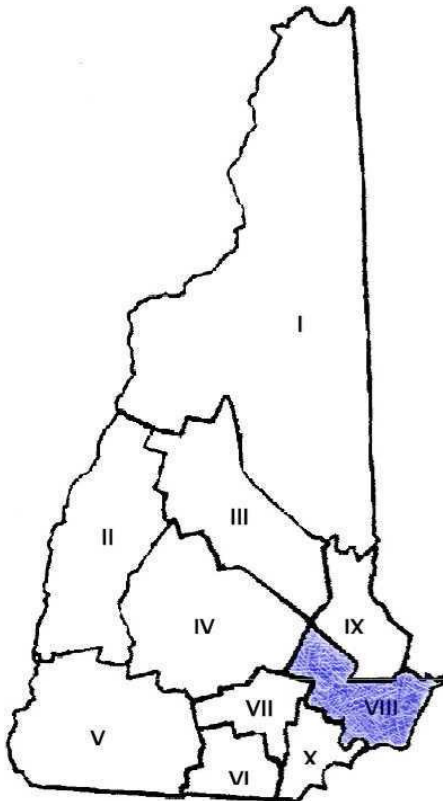
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
548	159	29%	11.34	\$8.22	\$93	\$4,844
Statewide ranking	10th		3rd	6th	3rd	



### Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Alternative Programs	1	24.0	\$9.95
Chesco Employment	1	12.0	\$7.25
Community Integrated Services	2	13.0	\$10.08
Community Strategies for NH	1	5.0	\$14.02
Easter Seals NH, Inc.	14	13.8	\$7.71
Granite State Independent Living	6	10.0	\$8.80
Independent Services Network	6	5.0	\$8.04
Institute for Professional Practice	1	2.0	\$7.25
Life Visions	4	3.5	\$7.92
Lifeshare, Inc.	2	21.0	\$8.13
Living Innovations	1	12.8	\$14.08
Moore Center Services, Inc.	84	11.5	\$7.99
New Employment Options	5	23.6	\$9.09
North Country Independent Living	1	2.0	\$8.00
Residential Resources, Inc.	2	16.0	\$8.93
Siddharth Services, Inc.	7	8.5	\$9.14
The Plus Company	1	20.0	\$8.50
Work Opportunities Unlimited, Inc.	20	12.9	\$9.36
<b>Total:</b>	<b>159</b>	<b>11.34</b>	<b>\$8.22</b>

## Region 8: One Sky Community Services



### Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
381	140	5th	8.32	\$8.43	\$70	\$3,645
Statewide ranking	5th		10th	3rd	10th	

### Employment Provider Data

\* Individual has self-employment

	# Individuals Employed	Average Hours Worked	Average Wages Earned
CMRC Employment	1	*	*
Easter Seals	24	7.45	\$7.79
Farmstead of New England	1	2.00	\$7.25
Granite Bay Connections	1	6.00	\$8.00
Great Bay Services	10	12.54	\$7.87
Institute for Professional Practice	8	2.40	\$7.48
Life Visions	1	2.00	\$7.50
Lifeshare, Inc.	18	5.33	\$8.89
Living Innovations	14	7.59	\$8.22
One Sky Futures	19	7.87	\$8.28
One Sky Community Services	33	10.65	\$9.19
Residential Resources, Inc.	1	3.00	\$7.25
Work Opportunities Unlimited	9	13.78	\$8.81
<b>Total:</b>	<b>140</b>	<b>8.3</b>	<b>\$8.43</b>

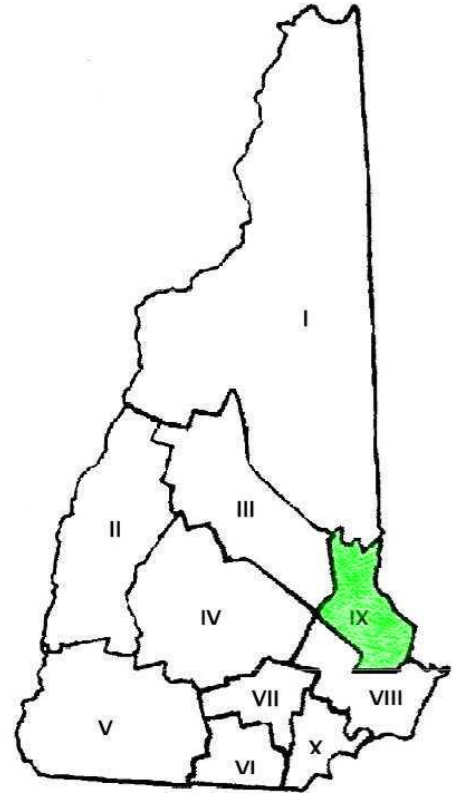


## Region 9: Community Partners



### Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
332	119	35.8%	12.78	\$8.14	\$104	\$5,405
Statewide ranking	6th		2nd	7th	2nd	



### Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Cardinal Cushing Center	1	5.0	\$8.25
Community Partners	99	13.8	\$8.09
Easter Seals NH, Inc.	8	11.6	\$8.74
Great Bay Services	6	12.6	\$8.14
Institute for Professional Practice	3	5.8	\$8.50
Living Innovations	1	7.0	\$7.75
North Country Independent Living	1	20.0	\$8.00
<b>Total:</b>	<b>119</b>	<b>12.8</b>	<b>\$8.14</b>

## Region 10: Community Crossroads



### Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
324	103	31.8%	8.85	\$8.53	\$76	\$3,927	
Statewide ranking	7th		8th	2nd	7th		

### Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Alternative Programs	1	7	7.62
Community Crossroads	12	7.3	\$8.80
Easter Seals NH, Inc.	17	8.3	\$7.69
Farmsteads of New England	1	4.0	\$7.25
Independent Services Network	3	3.0	\$9.83
Institute for Professional Practice	1	4.0	\$8.00
Kimi Nichols Center, Inc.	2	15.0	\$8.74
Life Visions	14	9.9	\$10.27
Lifeshare, Inc.	7	3.6	\$7.93
Living Innovations	19	7.2	\$7.75
Nashua Center	2	7.0	\$9.50
Neurorestorative NH	1	4.0	\$7.25
Residential Resources, Inc.	1	16.0	\$10.50
The Plus Company	1	14.0	\$8.25
Work Opportunities Unlimited, Inc.	21	14.0	\$8.78
<b>Total:</b>	<b>103</b>	<b>8.9</b>	<b>\$8.53</b>

## Appendix



## Breakdown of Individuals Employed by Hours Worked Per Week by Region and Statewide - June 2015

Area Agency	1-5 hours		6-10 hours		11-19 hours		20-30 hours		31+ hours		Total # of Jobs
	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	
Northern Human Services	84	45%	55	29%	22	12%	21	11%	5	3%	187
Pathways of the River Valley	23	28%	23	28%	13	16%	14	17%	8	10%	81
Lakes Region Community Services	81	46%	34	19%	28	16%	28	16%	5	3%	176
Community Bridges	65	41%	40	25%	23	15%	24	15%	6	4%	158
Monadnock Developmental Services	92	50%	33	18%	23	12%	30	16%	7	4%	185
Gateways Community Services	123	46%	63	24%	41	15%	39	15%	2	1%	268
Moore Center Services	61	33%	38	20%	49	26%	33	18%	5	3%	186
One Sky Community Services	87	52%	37	22%	20	12%	22	13%	2	1%	168
Community Partners	37	30%	25	20%	31	25%	23	19%	8	6%	124
Community Crossroads	53	47%	25	22%	23	21%	7	6%	4	4%	112
<b>STATEWIDE TOTAL:</b>	<b>706</b>		<b>373</b>		<b>273</b>		<b>241</b>		<b>52</b>		<b>1,645</b>
% of Jobs in Each Category		<b>43%</b>		<b>23%</b>		<b>17%</b>		<b>15%</b>		<b>3%</b>	

♦ (not including self-employment)

## How To Use The Employment Data Report

### 1) **Share this with Families, Self-Advocates, Board Members, Family Support Councils, and Staff.**

The data report is meant to be a tool to be used for more in-depth discussions about employment efforts regionally and statewide. Please ask questions if there is any information you don't understand. This is a great opportunity for each agency to share information about how it promotes employment and what opportunities and services are available.

The data can be very helpful to individuals and families in trying to select an employment provider. However, it is important to understand that there are more factors to consider when selecting a provider than just performance data alone. Here are some things to consider:

- ❖ Does this provider promote employment?
- ❖ Does this provider have staff who have been trained using the statewide curriculum called ACRE or who hold a national certification as a Certified Employment Support Professional?
- ❖ Does this provider specialize in placing people in specific industries?
- ❖ Does this provider serve a high number of people with the most significant disabilities?
- ❖ Does this provider offer career development services?
- ❖ Does this provider offer any structured skills training opportunities?
- ❖ Talk to other families about their satisfaction with various providers.

### 2) **Use this report to set goals with staff, your region, your Board, and for your strategic plans.**

Don't forget, Area Agencies can generate their own regional report at any time using our new employment data system. The Bureau will generate Employment Reports on a quarterly basis. The next report will be released in the February 2013.

### 3) **Host an Employment Event. Invite a Panel of Employed Self-Advocates to talk about their work experience, the process they went through to achieve employment, and the impact being employed has had in their life.**

Also invite:

- ❖ Employment staff to talk about your region's efforts and commitment to employment;
- ❖ Employment vendors so they can meet the various employment providers;
- ❖ Invite a panel of local employers to talk about how hiring an inclusive workforce makes good business sense;
- ❖ Work incentives specialists to talk about the impact of earning income on benefits

(**psssst:** here's a well-kept secret: almost everyone who works is financially better off earning income than just receiving benefits...talk to a work incentives specialist...they will show you the math). You can also visit [www.nhwirc.org](http://www.nhwirc.org) to learn more about work incentives and how to find a trained work incentive specialist.)